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**LAW AND ORDER TRUST FUND FOR
AFGHANISTAN (LOTFA)
2014 FIRST QUARTER PROJECT PROGRESS
REPORT**

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PROJECT INFORMATION

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Duration: January 2011- December 2014

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CPAP Component: Stabilization and Peace Building

ANDS Component: Security

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Implementing Partner: Ministry of Interior

Responsible Agency: Ministry of Interior and Ministry of Finance

Project Manager: Mr Basil Massey

Responsible Assistant Country Director: Mr. Hedayatullah Mohammadi

COVER PAGE PHOTO: Afghan woman police serving in Kabul holds the Code of Conduct whose design and development was supported through LOTFA. March 2014 (Photo: LOTFA)

ACRONYMS

ABP	Afghanistan Border Police
AHRIMS	Afghanistan Human Resource Information Management System
ANCOP	Afghan National Civil Order Police
ANP	Afghan National Police
AWP	Annual Work Plan
CPD	Central Prisons Department
CSTC-A	Combined Security Transition Command-Afghanistan
DCoS	Deputy Chief of Staff Office
DM	Deputy Ministry
EFT	Electronic Fund Transfer
EPS	Electronic Payroll System
EUPOL	European Police Mission in Afghanistan
GHRCGD	Gender, Human Rights, & Children General Department
HR	Human Resources
IGO	Inspector General Office
IPCB	International Police Coordination Board
LOTFA	Law and Order Trust Fund for Afghanistan
MoF	Ministry of Finance
MoIA	Ministry of Interior Affairs
NIM	National Implementation Modality
NTM-A	North Atlantic Treaty Organization Training Mission-Afghanistan
PPM	Professional Policing Model
ToT	Training of Trainers
UNDP	United Nations Development Program
WEPS	Web-based Electronic Payroll System

TABLE OF CONTENTS

Responsible Assistant Country Director: Mr. Hedayatullah Mohammadi	3
I. EXECUTIVE SUMMARY	1
II. RESULTS.....	2
A. OUTPUT 1: Police force and uniformed personnel of Central Prisons Department (CPD) paid efficiently and timely	2
EXPENSES FOR THE QUARTER	7
B. OUTPUT 2: Required equipment and infrastructure provided to Mol	8
EXPENSES FOR THE QUARTER	9
C. OUTPUT 3: Capacity of MoIA at policy, organizational and individual level improved in identified areas and administrative systems strengthened.....	10
EXPENSES FOR THE QUARTER	11
D. OUTPUT 4: Gender capacity and equality in the police force improved	12
EXPENSES FOR THE QUARTER	15
E. OUTPUT 5: Police-Community Partnerships institutionalised for improved local security, accountability and service delivery	16
EXPENSES FOR THE QUARTER	18
III. GENDER SPECIFIC RESULTS	19
IV. PARTNERSHIPS	22
V. ISSUES	23
VI. RISKS.....	23
VII. LESSONS LEARNED	25
VIII. FUTURE PLAN	25
IX. ANNEXES	28
ANNEX 1: FINANCIAL TABLE.....	28
ANNEX 2: EXPENSES BY OUTPUT	29
ANNEX 3: EXPENSES BY DONOR.....	30
ANNEX 4: RISK LOG	33
ANNEX 5: ISSUE LOG	36

I. EXECUTIVE SUMMARY

During the reporting period LOTFA engaged in institutional dialogue with the leadership and senior management at the Ministry of Interior Affairs (MoIA) and MoIA partners in order to jointly identify areas of collaboration to be included in 2014 Annual Work Plan (AWP).

During the reporting period LOTFA ensured continuity of the salary payment services for both ANP and Central Prison Department (CPD) uniformed guards: the Electronic Payroll System (EPS) provided salary payment to 145,939 ANP and 5,600 CPD guards. Through the Electronic Fund Transfer (EFT) 119,120 ANP and 5,532 prison guards were able to receive their salaries to their individual bank accounts, thus ensuring transparency and accountability of the payment process.

Pillars 2 and 3 coordinated multiple working sessions with relevant departments and directorates under the leadership of Deputy Ministry (DM) for Support; Strategy, Policy and Planning; and Administration. This process ensured the AWP would reflect interventions which are feasible and conducive to meaningfully support the MoIA in 2014 during the critical year of transition for the Ministry as part of the Decade of Transformation process.

Overall, during the first quarter of the year the LOTFA Project focused on the design and approval of the AWP in order to ensure 2014 planning can reflect critical elements of MoIA reform at the operational and strategic level. LOTFA has outreached multiple partners and ensured the AWP balances-out MoIA institutional needs with donors' expectations as related to sustainment of the Afghan National Police (ANP) and ministerial reform.¹

Pillar 2 and Pillar 3 initiated strategic coordination and consultation with the MoIA and its partners which mark the way forward of LOTFA as for ministerial reform and Community Policing including but not limited to: preliminary analysis of the Inspector General Office (IGO) needs, and development of a Professional Policing Model (PPM) as related to community policing.

LOTFA became technical partner of the MoIA-led commission for the Gender Strategy Implementation Plan whose design and roll-out will enable the MoIA to operationalize the strategic goals of the new MoIA Gender Strategy.

¹ LOTFA First Quarterly Progress Report covers January-March 2014. During the reporting period, LOTFA donors and MoIA had not approved the Annual Work Plan, whose endorsement would take place later in May 2014.

In light of this, the following Quarterly Progress Report illustrates essential interventions LOTFA carried-out during the first quarter of the year based on LOTFA temporary Annual Work Plan.

II. RESULTS

A. OUTPUT 1: Police force and uniformed personnel of Central Prisons Department (CPD) paid efficiently and timely

1.1 Percentage of police covered under EPS and Web-based EPS

During the first quarter of the year, the electronic payroll coverage trends marked an increase in the overall EPS coverage for Afghan uniformed police. Changes in the number of police receiving their salaries through the automated payroll system are to be interpreted in conjunction with ANP-HR growth as for new recruits and attrition rate among police forces.

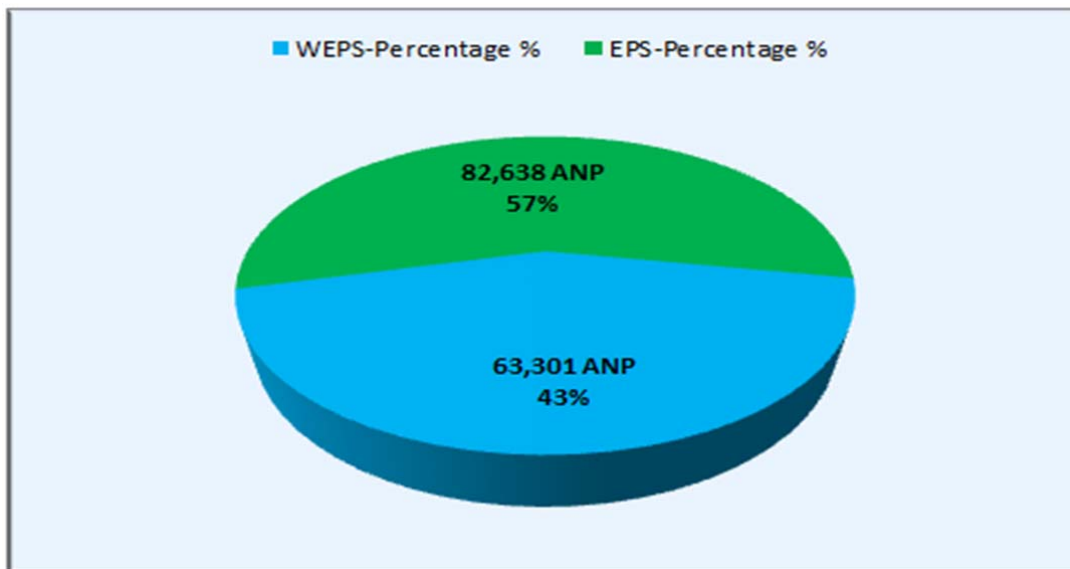


Chart 1: EPS and WEPS coverage, March 2014. Source: LOTFA.

The EPS further increased moving from 143,060 ANP (Q4/2013) to 145,939 police officers by end of the first quarter of 2014 (97 percent of the MolA-HR data). Out of 145,939 ANP recorded in the LOTFA payroll database, 63,301 police officers received their salaries through the advanced, web-based EPS system (WEPS); this signs a further increase compared to Q4/2013 when 51,093 ANP received their salaries through WEPS (chart 1).²

LOTFA and MolA share the common goal to expand the WEPS technology and reach at least 30 provinces by end of 2014 given the operational advantages the WEPS system can

² WEPS significant increase is linked to the expansion of Mol connectivity to the following departments and units of Mol, all based in Kabul: Deputy Ministry Office for Counter-narcotics, Staff College, Police Academy and Afghan Public Protection Force (APPF).

offer compared to the EPS platform: all information related to monthly payments is submitted on-line and real-time; further, given the WEPS interface, operators can only process calculations and enter data agreed in the Standard Operational Procedures (SOPs) regulating data entry.

Charts 2 and 3 in the next section provide details on payroll coverage, including Afghan Border Police (ABP) and Afghan National Civil Order Police (ANCOP).

1.2 Number of provinces upgraded to WEPS

In March Pillar 1 team undertook two field missions to Kandahar and Nangarhar as part of

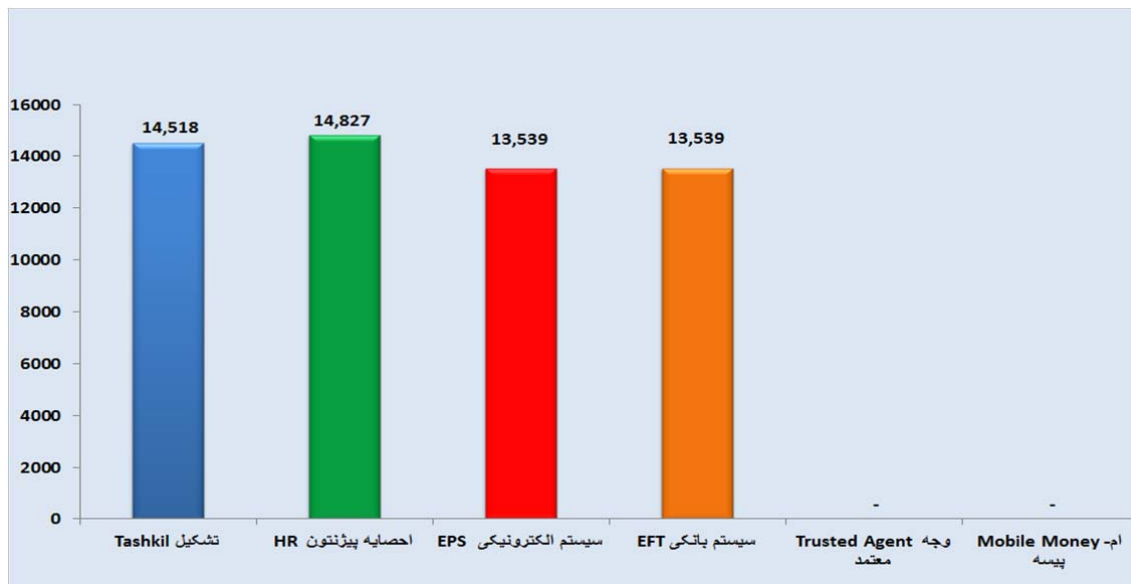


Chart 2: Payroll coverage of ANCOP and distribution by Mol HR. Source: LOTFA.

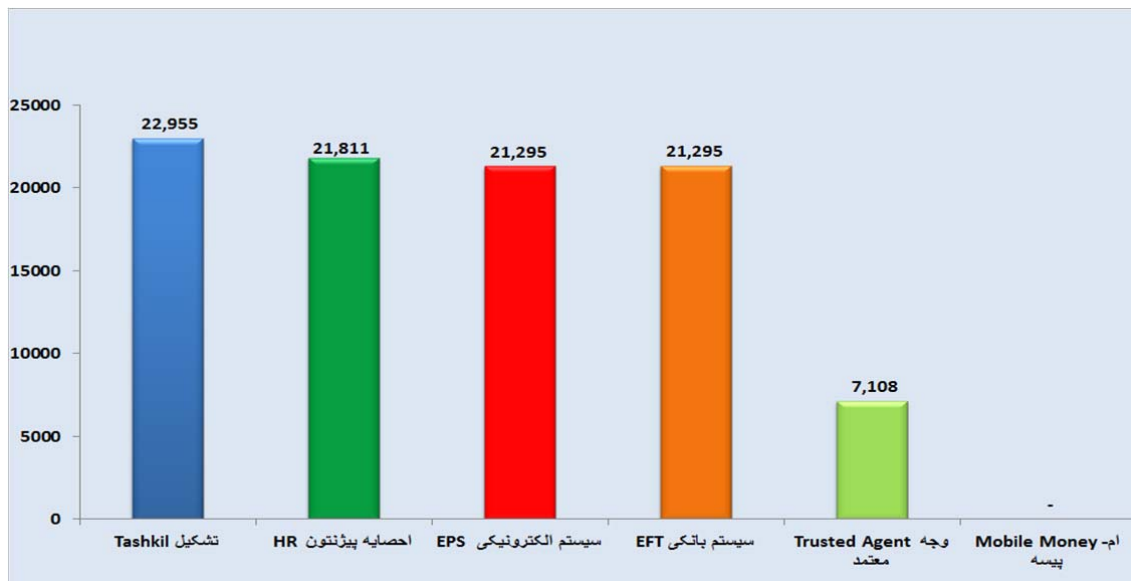
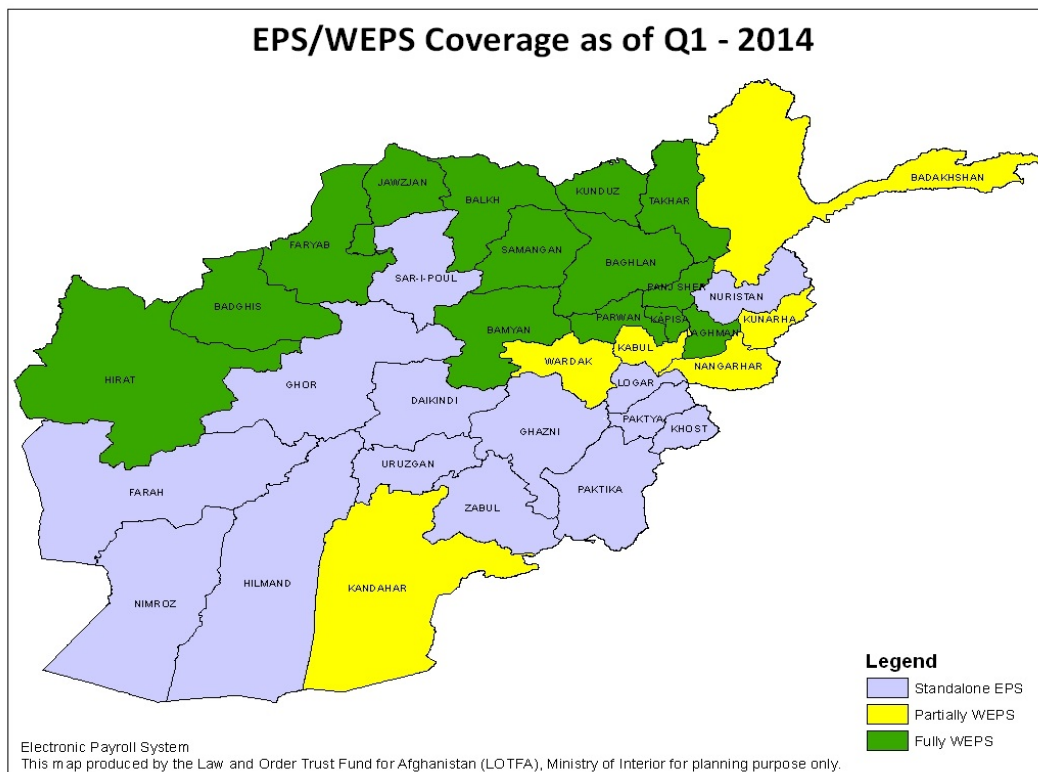


Chart 3: Payroll coverage of ABP and distribution by Mol HR. Source: LOTFA.

LOTFA technical support for the expansion of the web-based EPS (WEPS); each mission focused on operational requirements to design and establish the WEPS technology in both provinces. At the time of release of March updates, both mission reports are being cleared internally at LOTFA side; findings and recommendations will be shared in April and progress report against the mission recommendations will be ensured in the next months.

LOTFA extended its funding support and technical expertise to the MoIA at central and provincial level in order to continue the WEPS expansion, including recovery IT connectivity among provinces which reported IT disruption mid-2013.

LOTFA joint collaboration with the MoIA and the Combined Security Transition Command-Afghanistan (CSTC-A) for the WEPS scale-up have resulted into very positive results and 20 provinces are under WEPS coverage (partial or total): this is certainly an element of



Map 1: WEPS provincial coverage, March 2014. Source: LOTFA.

progress considering WEPS coverage experienced a decrease last year from 23 to 17 provinces by the end of 2013.

1.3 Percentage of police coverage under Electronic Fund Transfer, Trusted Agent and alternative new age technologies (M-PAISA)

The EFT system reached 119,120 ANP (81.6 percent of the MoIA-HR data) through the existing commercial bank channels (chart 4): this represents a positive growth trend as for

EFT expansion compared to the last quarter of 2013 in which the EFT reached 114,616 ANP (81 percent of the MoIA-HR data).

Sustained coverage through the EFT modality can be partially explained by an increase in the number of ANP enrolled with commercial banks, and partially as adjustments of payment records from one month to the other, due to review of HR and payroll information submitted from provinces to Kabul.

The cash-paid modality, also known as Trusted Agent (TA), featured a slight decrease at the end of the first quarter of the year: while in February LOTFA reported 25,706 ANP receiving their salaries through Trusted Agent, in March 2014 the EPS system recorded 25,554 uniformed police officers. This decrease should be interpreted in light of the operational reality in which police forces operate at the district and provincial level.

The Trusted Agent provides its salary payment services to ANP personnel located in the most remote and insecure areas of the country where attrition remains high; further, the TA records to confirm and track salary payments are subject to delays due to the operational conditions in which the Trusted Agent has to collect and transmit data from

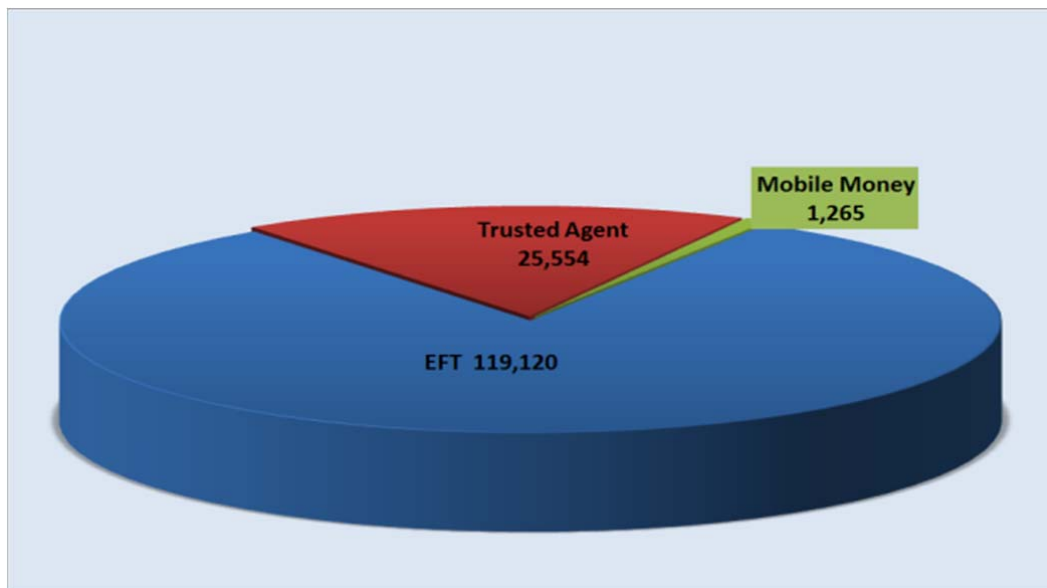


Chart 4: Distribution of cash paid, M-PAISA and EFT coverage. Source: LOTFA.

difficult-to-access zones.

Limited increase is registered within the mobile-based system payment, known as M-PAISA; additional ANPs enrolled with M-PAISA result from the M-PAISA expansion within those districts already covered through mobile payment; therefore, this increase should not be considered the result of 2014 expansion plan, will be rolled-out following final agreement between MoIA, M-PAISA and Ministry of Finance (MoF) on the business modalities for the mobile payments (see issue section).

Charts 5 and 6 below illustrate coverage trends between Q4/2013 and Q1/2014.

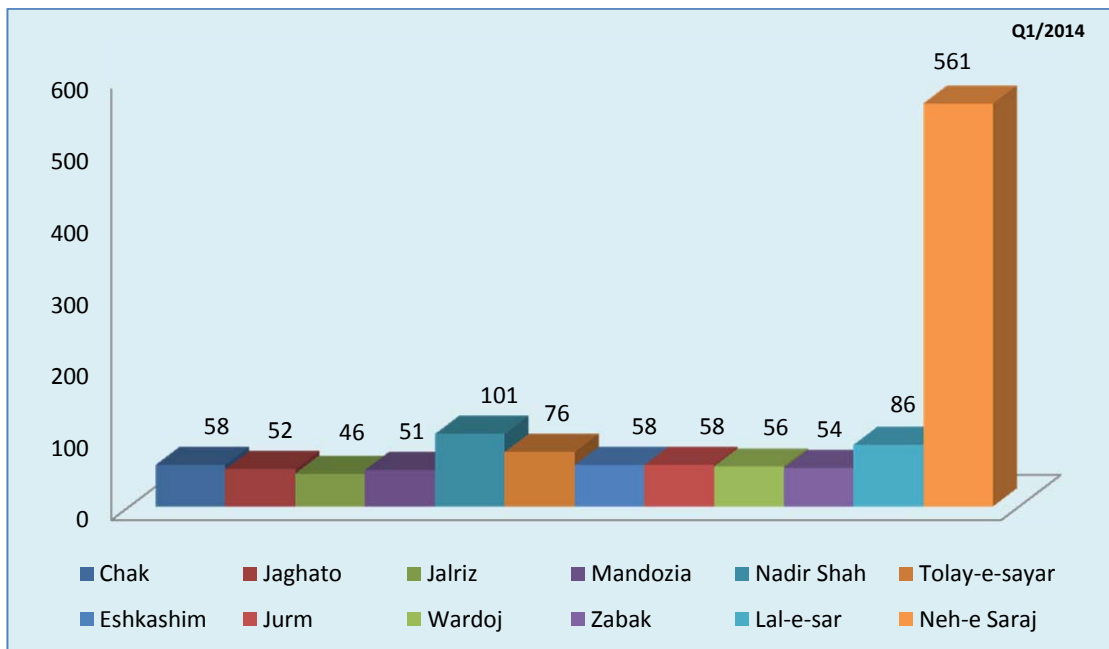
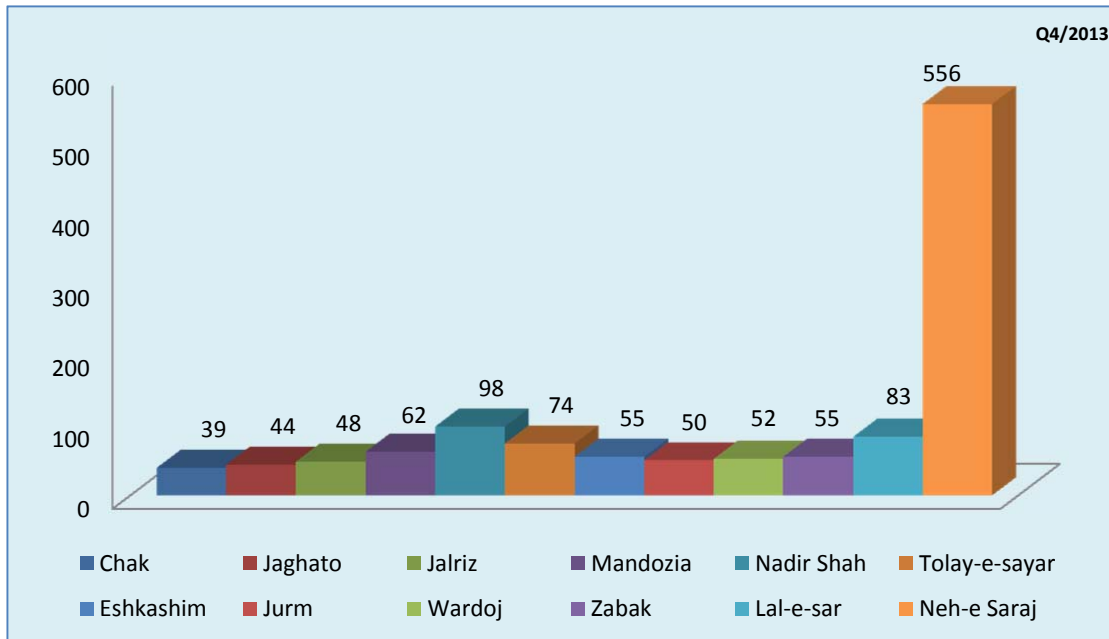


Chart 5 (above) and 6 (below): M-PAISA coverage across quarters. Source: LOTFA.

1.4 Number of MoI payroll focal points who have technical support in centralized WEPS and M-PAISA

Provision of timely and efficient support to provincial payroll operators remains one of the main objectives of Pillar 1 team to secure payroll reports are timely submitted while securing quality of the information transmitted from provinces to LOTFA.

In 2013 LOTFA established an in-house WEPS-Help Desk offering remote and real time assistance for troubleshooting to all 191 payroll focal points distributed across the country (81 WEPS and 110 EPS). WEPS/EPS focal points are based at MoIA departments, provincial police and regional headquarters, ANCOP and ABP Brigades, and CPD General Directorate. The number of payroll focal points has not changed since 2013.

In 2013 the WEPS-Help Desk reported 405 troubleshooting phone calls related to network connectivity, and incorrect username or password to enter the EPS/WEPS systems. The WEPS Help Desk received 446 troubleshooting calls during the first quarter of the year. The number of remote assistance calls is higher than 2013 data; this reveals increased trust among WEPS/EPS operators towards the Help Desk service. Pillar 1 team addresses troubleshooting requests within one business day, unless the technical request entails on-site verification and assistance: in this last case, LOTFA conducts on-the-site visits. All troubleshooting requests are recorded in a log-book available at the LOTFA premises as part of Pillar 1 data management.

1.5 Percentage of CPD personnel coverage under EFT and EPS

The EPS secured salary payment to 5,600 Central Prison Department (CPD) guards (97 percent of the total CPD-HR plan); 5,532 prison guards received their salaries through commercial banks (98 percent of the total CPD-HR).

Further, 68 guards were paid through Trusted Agent in Nuristan province and partially in Badakshan due to lack of banking facilities to establish the EFT modality.

Levels of coverage for both EPS and EFT remain high and result from the increase of the CPD Tashkil.³

EXPENSES FOR THE QUARTER

During Q1, a total of USD 105,868,797 million was spent for Output 1. For more details, please look at Annex 2.

³ In 2013 the MoIA revised and increased the CPD Tashkil: a new ceiling was set to 7,166 as part of the MoIA plan to expand the CPD-HR plan, a decision also reflected in the MoIA "10-Year Vision for the Central Prison Department".

B. OUTPUT 2: Required equipment and infrastructure provided to MoIA

2.1 Percentage of construction work completed

DM-Support Building Project funded by Government of Japan remains on-going; by end of the first quarter of the year, LOTFA reports 35 percent of construction works have been completed, which marks a positive result towards the completion of the building, expected to take place by end of the year.

In parallel, LOTFA has moved forward the process for competitive selection of an external company which will be tasked to carry-out Quality Control and Quality Assurance of the construction works; based on the on-going coordination with Country Office, the Project expects to recruit the company by the end of Q2/2014.



Photo 1: Construction progress at the DM Support building project site. Source: LOTFA.

Works continued within the LOTFA project to enable safer working environment for women police. In 2013 LOTFA team identified 25 locations in Kabul where women police and female civilian staff would have no safe and separate toilets; it was also decided that LOTFA would build and renovate separate female toilets and dressing rooms for women

police; and renovate male toilets. This decision was taken in order to equally address men and women police needs for better working conditions, and prevent possible situations of abuse on behalf of police men. Target locations include police stations and MoIA offices where women police and female civilian staff are currently deployed in Kabul.

The construction process was separated into phases due to organizational needs related to the procurement process. The first construction and renovation phase started at the end of 2013 addressing 18 locations; the second phase deals with 7 locations and the assessments prior to construction are being finalized during the reporting time. The first 18 locations will be finalized by summer 2014; while the remaining 7 locations will be completed by end of this year.

This initiative will ensure approximately 200 women police can have safer working conditions at the police stations.

EXPENSES FOR THE QUARTER

During Q1, a total of USD 199,534 was spent for Output 2. For more details, please look at Annex 2.

C. OUTPUT 3: Capacity of MoIA at policy, organizational and individual level improved in identified areas and administrative systems strengthened

3.1 Support to strategize and implement MoIA ministerial reform

During the reporting period, Pillar 2 team moved forward the process of joint planning with the MoIA –DM Strategy Policy and Planning which remains the direct counterpart for Pillar 2 based on the realignment agreed between LOTFA and MoIA last December 2013.

Pillar 2 initiated preliminary coordination with other MoIA partners involved in ministerial reform and core functions strengthening.

The team identified the reform of the Inspector General Office as part of LOTFA technical support to the broader MoIA institutional reform. During the reporting period Pillar 2 outreached the CSTC-A advisory team assigned to the MoIA-IGO in order to establish modalities of joint and integrated coordination with the goal to have a comprehensive plan of action agreed among multiple development partners supporting the MoIA-IGO.

As a result of the preliminary meetings held between the CSTC-A and LOTFA teams, both parties identified common and complementary areas of work; further, they agreed to hold a multi-partner workshop in early June 2014 with the aim to generate one integrated action plan for the IGO, streamlining financial and technical contributions of the International Community support to the MoIA-IGO.

3.2 Number of initiatives to support the Code of Conduct

Within the Code of Conduct training programme, 120,000 copies of Code of Conduct booklet and 2,000 copies of posters were printed out as part of the Code of Conduct communication and information plan which was designed in 2013. The MoIA-Education and Training Command will be responsible for storage and distribution among provinces.

In addition, the contents of a special Code of Conduct edition of the MoIA police magazine, "Khiedmat", were developed. Its main objective is to reinforce the principles of the Code of Conduct among police, complementing formal training and outreach materials (a pocket booklet and poster). LOTFA worked with UNESCO, which produces the magazine in Dari and Pashto on behalf of MoIA.

As for end of the first quarter of the year, approximately 10,393 police officers have attended the Code of Conduct trainings (basic and advanced), including 818 Police Commanders and 30 women police (basic training). Further, LOTFA Code of Conduct Senior Advisor has directly trained 200 male national Code of Conduct trainers in order to deliver cascade trainings. As result, on-going trainings and education interventions about

the Code of Conduct are being conducted by the MoIA itself; ultimately, LOTFA contributed to ensure MoIA would have the required capacity to lead the Code of Conduct programme.

During the reporting period, LOTFA has also briefed four master trainers who will monitor, evaluate and support the ongoing ANP Code of Conduct provincial trainings; preliminary results will be made available later during the second and third quarters of the year.



Photo 2: ANP in Kabul receive copies of the Code of Conduct booklet. Source: LOTFA.

EXPENSES FOR THE QUARTER

During Q1, a total of USD 536,329 was spent for Output 3. For more details, please look at Annex 2.

D. OUTPUT 4: Gender capacity and equality in the police force improved

4.1 Number of women police recruited

LOTFA continued monitoring the status of recruitment of women police in coordination with the MoIA-Gender, Human Rights, & Children General Department (GHRCGD) and HR Department.

The total number of women police and civilian staff working for the MoIA and ANP has reached 2,185 women, distributed as follows: 1,726 ANP (across ANP ranks), 213 civilians, 231 CPD women guards, and 15 Special Forces. This is a slight and contained increase compared to January 2014 when MoIA-GHRCD and HR Department reported 2,116 women. Chart 7 details the distribution of women police by rank.

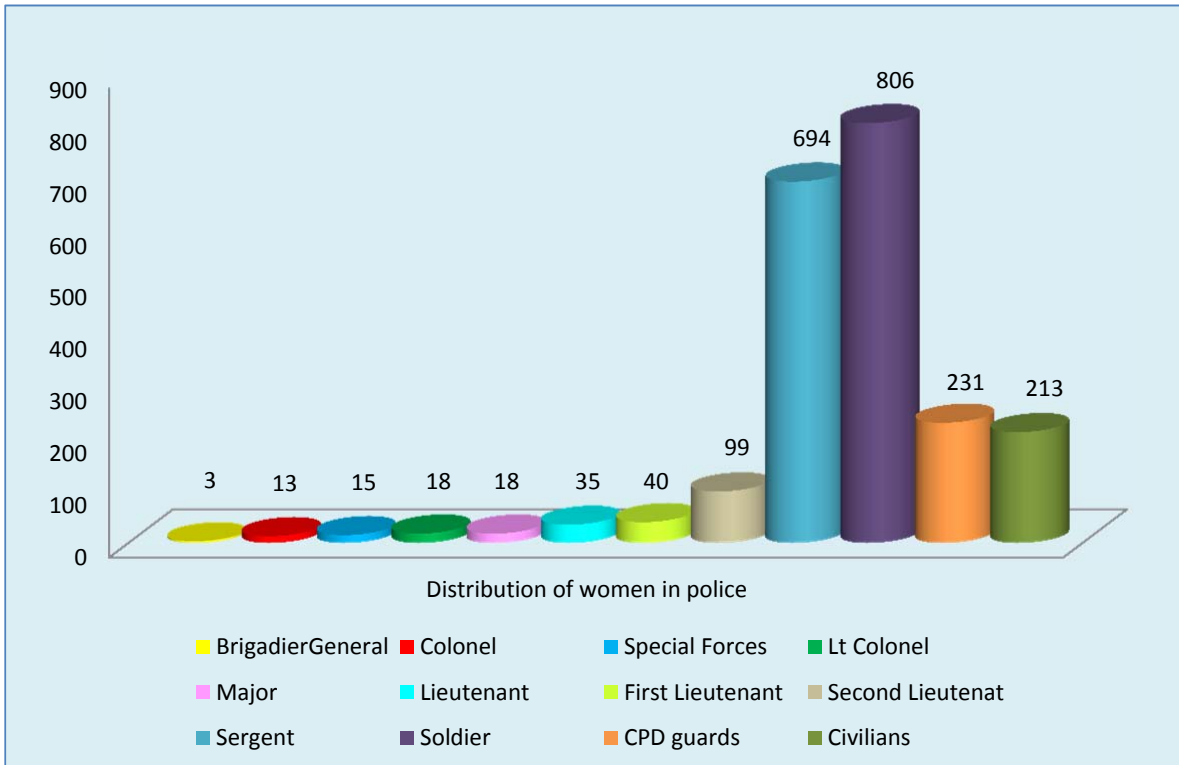


Chart 7: Women in police (distribution by rank), March 2014. Source: MoIA-HR.

Women police recruitment remains slow and off-track compared to the MoIA target of securing 10,000 women police by the end of 2014.

Possible reasons underlying this issue are related to the urgent need to improve security at work for women police and provide them with better retention conditions, including welfare package for women police, particularly senior officers. Further, recruitments take

place among low ranks, while very limited promotions and new appointments take place at high the high rank; very few women police hold leadership positions (chart 8).

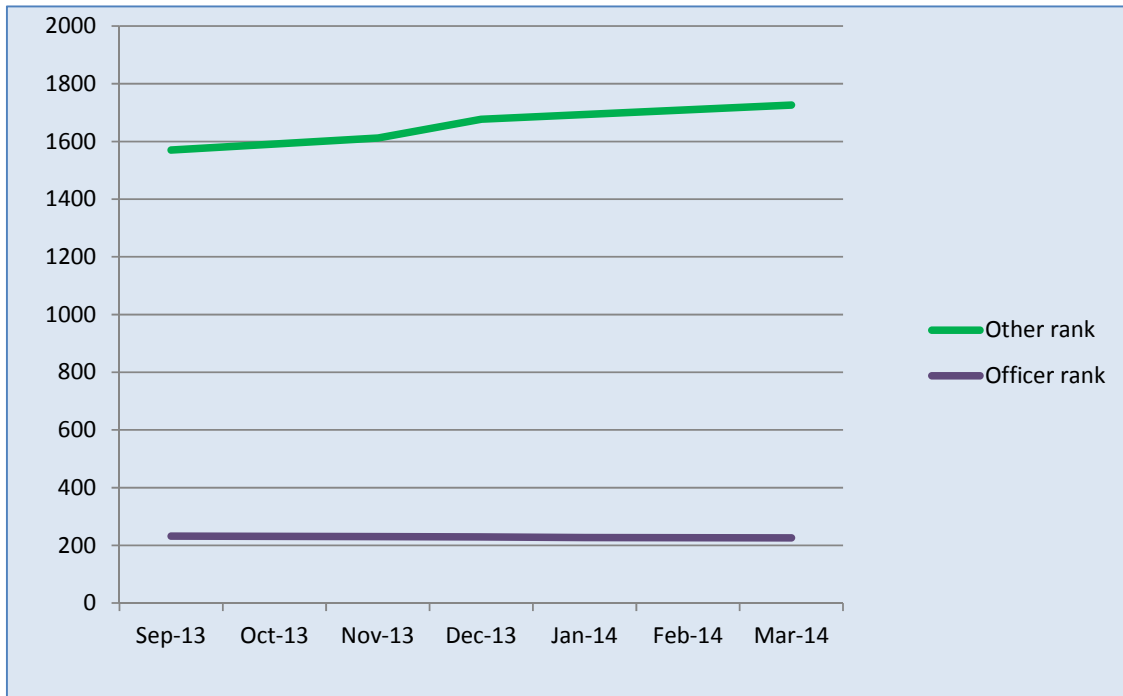


Chart 8: Trends of recruitments of women police by rank level, March 2014. Source: LOTFA.

4.2 Strengthen gender policing

On 30th January 2014 LOTFA presented to donors its realignment with the MoIA according to which each Pillar will engage in direct coordination and joint planning with agreed counterparts at the Deputy Ministry level; as part of the realignment, H.E. Minister Daoudzai appointed the Deputy Chief of Staff Office (DCoS) to be the main counterpart for LOTFA Programme Manager, and undertake high level coordination between MoIA leadership and LOTFA.

LOTFA’s engagement with the DCoS is complimentary to the ongoing support provided to the Gender Directorate in MoIA. The DCoS had specific and focused interventions planned relating to verification of gender related data across the MoIA, given that different data sources revealed different statistics on gender indicators. The Gender Directorate on the other hand maintains a broader view of MoIA with a range of activities and coordination initiatives which also encompasses the gender data verification exercise.

To this end the DCoS required LOTFA to develop a terms of reference for the verification of gender related data which did not overlap with the monitoring function of the Gender Directorate. The ToRs developed were aimed at identifying exact numbers of female

police and non-uniformed staff, their rank, location, their current position and did it match the post they were presently occupying.

The LOTFA M&E team were involved in the drafting of the ToR, providing advice on how to approach this study, presenting different scenarios and options on the most effective way to gather this gender related data. The options included different methodologies, leveraging existing data sources within MoIA e.g. the Human Resources database.

Once verified MoIA would be confident of the figures quoted publicly on numbers of female police and civilian staff currently employed, using this data to inform the recruitment and retention strategy, ultimately to increase the numbers of female police in Afghanistan, and track their career path, promotion prospects, and assuring female police are assigned to posts which befit their capacities.



Photo 3: Colonel Bayaz participates to the International Women's Day campaign supported by UNDP, along with other UN and non-UN organizations. Source: LOTFA.

LOTFA will assist the DCoS by providing technical advice and assistance in the implementation of this gender data verification initiative, using LOTFA's specialists in gender, research design and M&E. With the appointment of a new DCoS, in mid-March, it is expected that the Ministry will take a wider view of gender mainstreaming in line with Ministerial reform and the gender strategy. The new DCoS has indicated a vision to broaden the scope of the office to be wider than just gender data verification, strengthening inter-agency coordination.

LOTFA Gender team became member of the commission for the MoIA Gender Strategy Implementation Plan. The process is led by MoIA, the United Nations Assistance Mission in Afghanistan (UNAMA), the European Police Mission in Afghanistan (EUPOL), LOTFA Project and other international agencies, including representatives from civil society organizations, who are part of this commission.

The international agencies provide guidance to the MoIA; and LOTFA's role is about extending technical support and assistance for the commission meetings in close consultation with EUPOL and UNAMA gender advisors.

The MoIA has drafted the priority plan for female officer recruitment, and the LOTFA gender team is reviewing it in order to share inputs with the MoIA at the next commission meeting to be held in May 2014.

In 2013 LOTFA organized a national workshop on gender awareness (April 2013) in coordination with the MoIA-GHRCGD; findings from the workshop were used to design and plan the launch of movie to raise awareness about Gender-Based Violence (GBV) among both men and women police based in Kabul and other provinces. Much progress has been made in the course of the last months to select the company tasked to produce the raising awareness movie.

In March 2014 the Expression of Interest evaluation report was approved by the MoIA-Deputy Ministry for Support; this will enable LOTFA to move forward the bidding process and competitively identify the movie producer. The movie development process is expected to require 12 months; therefore, the movie will be ready for release by 2015.

EXPENSES FOR THE QUARTER

During Q1, there were no expenses for Output 4. For more details, please look at Annex 2.

E. OUTPUT 5: Police-Community Partnerships institutionalised for improved local security, accountability and service delivery

5.1 A community-oriented policing approach to guide police professionalization

Similarly to Pillar 2, Pillar 3 concentrated its focus on the development and completion of the Annual Work Plan. In pursuing this objective, Pillar 3 engaged in consensus building amongst UN agencies on the development of a Professional Policing Model which is one of the key components of Pillar 3 AWP.

Pillar 3 completed the Concept Note on the development of a Professional Policing Model guided by community policing philosophy for LOTFA.

The concept note presents how UN Development Programme proposes to partner with other key stakeholders to support the MoIA to develop and implement a comprehensive Civilian/Rule of Law (RoL). The PPM is based on a gender responsive and child friendly community-oriented policing approach.

Working with the Police e-Mardumi Directorate, LOTFA will implement the PPM which will provide a unifying sense of purpose and mission to further strengthen professionalism of the Afghan Uniformed Police and the Criminal Investigation Department in partnership with the Gender, Human Rights and Child Rights directorate, the Juvenile Police, and the Training General Command. This is achieved through three outputs:

- Developed Professional Policing Model and Coordination Mechanisms.
- Developed and operationalized PPM Capacity Development Result Framework.
- Piloted and validated Professional Policing Model at the community level.

The development process draws on the Ten-Year Vision developed by the MoIA, which states, "Policing comes from the people and should serve the people." The community, the Afghan Constitution, and international RoL principles guide the process. Additionally, it is guided by a strong evidence based approach that allows measuring police performance and further refining the PPM.

The successful achievement of this initiative shall guide a unifying 5-year programme/integrated plan to guide UN Agencies support the professionalization and civilianization of the police in a sustainable way and, equally important, an exit strategy for UN's intervention.

There is a growing consensus amongst the UN Agencies to collaborate for supporting a MoIA- led process to develop a Professional Policing Model. The Concept Note was presented at a UN meeting on Tuesday 25th March 2014, further feedback from other UN partners are expected by 31st March 2014.

In parallel, LOTFA has promoted dialogue with other international actors such as the International Police Coordination Board (IPCB), EUPOL, the International Security Assistance Force (ISAF), and the North Atlantic Treaty Organization Training Mission-Afghanistan (NTM-A) for rallying their support for the development of a Professional Policing Model led by MoIA.

5.2 Number of Non-Commissioned and Police Officers participating to in- and out-Country trainings

As result of LOTFA internal organization and programmatic realignment with the MoIA, since December 2013, MoIA and LOTFA agreed ANP professionalization would be led by Pillar 3 since training of police is seen as conducive to the establishment of relations of mutual trust between police and communities.



Photo 4: NCOs selected to attend the 4th edition of Sivas training. Source: LOTFA.

Within this new programmatic scheme, Pillar 3 is coordinating the organization of the fourth training edition of the residential training at the Sivas Police Training Center for Afghanistan (SPTC-A) together with the Embassy of Japan and Turkey, MoIA-Education and Training Command, and NTM-A.

The contractual agreement between the Turkish Embassy⁴ and the MoIA is facilitated by UNDP-LOTFA in alignment with rules and regulations of the UNDP-National Implementation Modality (NIM). In compliance with NIM procedures, the DM-Support started the procurement process to arrange the flights for 500 Non-Commissioned Officers (NCOs) who will attend 6-month at the SPTC-A and specialize in logistics management, which is the advanced training subject of this year edition.

The Sivas training will start mid-April and last until end of October 2014, based on the preliminary training calendar agreed among parties; NCOs selection remains under Training and Education Command responsibility.

EXPENSES FOR THE QUARTER

During Q1, a total of USD 748,229 was spent for Output 5. For more details, please look at Annex 2.

⁴ The Sivas initiative is jointly supported by LOTFA and the NTM-A, including technical contributions from the Governments of Japan, which assigns every year approximately 6 judo instructors, and Turkey, which remains responsible to provide over 200 national trainers at Sivas.

The Sivas initiative is also a cost-sharing project in which the Government of Japan has contributed in total approximately USD 9 million through LOTFA for the first three training editions. Funding support from the Government of Japan is complemented by NTM-A funds covering part of the organizational training costs.

III. GENDER SPECIFIC RESULTS

With the support from LOTFA Operations team, LOTFA selected a company through a competitive solicitation process to carry forward the Female Searchers Project, as requested by MoIA. It was subsequently discovered that the selected company was under investigation by UNDP HQ Procurement for some irregular dealings on another procurement case and the Female Searchers procurement was stopped.



Photo 5: Female Searcher training session in preparation for the Election Day. Source: LOTFA.

Subsequent to coordination held with the MoIA and the UNDP –ELECT II Project, it was agreed the MoIA will undertake direct implementation of the project; further, the Independent Election Commission (IEC), with operational and logistics support from ELECT II Project, would process the payment for the female searchers. In order to organize the payroll, the MoIA would also take the lead and compile the list of female searchers. Within these new organizational arrangements, LOTFA would transfer the funds to the ELECT II project in order to enable the payroll of female searchers through the IEC.

Training of Trainers (ToT) was completed; the ToT training sessions were coordinated entirely by MoIA-Education and Training Command. LOTFA have requested training records and attendance sheets from MoIA but are yet to receive them. Once received the

attendance sheets will be distributed to the relevant districts for cross checking against the names of female searchers on the lists matching female searchers to their designated polling centers.



Photo 6: Women police attending the IWD at MoIA. Source: LOTFA.

Great emphasis was given to gender policing activities during the reporting time. LOTFA continued monitoring the status of recruitment of women police in coordination with the MoIA-Gender, Human Rights, & Children General Department (GHRCGD) and HR Department. The total number of women police and civilian staff working for the MoIA and ANP has reached 2,185 women, distributed as follows: 1,726 ANP (across ANP ranks), 213 civilians, 231 CPD women guards, and 15 Special Forces. This represents an increase of 149 women in police workforce compared to the December of 2013 in which LOTFA reported a total workforce of 2036.

LOTFA team facilitated the delegation team of the Swiss Development Cooperation (SDC) to arrange a meeting with Kabul Police District (PD) -1, female commander Ms Jamila. During the meeting, Ms. Jamila emphasized the importance of the female leadership especially in the context of Afghanistan. Following the 2014 AWP approval, LOTFA will move forward interventions meant to encourage and promote leadership skills among women police, in coordination with the MoIA-GHRCGD.

In March 2014 the MoIA paid tribute to all women police on the occasion of the International Women's Day which was organized with LOTFA assistance. During the celebration 500 women police and representatives from the international donor community joined the MoIA leadership to recognize and celebrate women police serving for the security of the country. H.E. Minister Daoudzai praised women colleagues and called on all police forces to ensure female colleagues can have equal opportunities and be able to work in safe conditions.

IV. PARTNERSHIPS

In 2013, LOTFA introduced new coordination modalities with LOTFA donors and partners. Starting from January 2014, LOTFA has been holding the Technical Working Groups (TWGs) on bi-weekly basis.

TWGs will serve as technical review bodies that track progress in more detail and discuss emerging needs and issues as related to the implementation agreed with donors and MoI through the Annual Work Plan.

LOTFA donors have renewed their long-term partnership with UNDP-LOTFA to support national security and stability. In view of the up-coming national elections (05 April 2014), Republic of Korea committed USD 2 million to the female searcher project. This funding will complement the commitments from USA Government equivalent to USD 1.7 million.

Since 2013 LOTFA has promoted more initiatives to strengthen institutional communication related to development projects and initiatives jointly developed with the MoIA and other partners. This has resulted into dissemination of web-stories using UNDP Afghanistan communication channels, including Twitter and Facebook.

During February and March 2014 LOTFA team has developed the first LOTFA Project Newsletter, to be released mid-April. The newsletter will be complementary to the LOTFA monthly reports and corporate reporting (quarterly and annual), and provide a venue to outreach not only LOTFA donors and technical partners, but a wider and more general audience, with an advocacy-oriented approach.

Since 2013, the Republic of Korea (ROK) has been one of the LOTFA Project's top five donors, across all Pillars. ROK is equally interested to support MoIA reform, police professionalization and greater transparency of the payroll system, inter alia, based on the country's commitments at the Chicago Summit (2012).

On 10 March 2014, a delegation from the ROK Ministry of Foreign Affairs visited the LOTFA Project in Kabul to discuss overall progress within the LOTFA-ROK Partnership Agreement with UNDP.

The delegation visited the 119 Emergency Call Centre at MoIA headquarters in Kabul where they were briefed by Col Muhammad Hamayoon Ainee, the head of MoIA's Community Policing Directorate. Due to security limitations, the delegation was unable to visits other sites in Kabul where LOTFA is supporting new developmental initiatives such as the construction and renovation of separate toilets and dressing rooms for female police personnel.

V. ISSUES

The following section proposes the main issues recorded during the first quarter of 2014:

- **Women police recruitment features limited progress**

As previously reported, the number of newly recruited women police remains low; women police face multiple challenging affecting the overall retention rate among women officers including but not limited to: lack of policies promoting women police career development, safety and security at work, and gender discrimination.

One of the most illustrative cases is about positions in the MoIA Tashkil open for women police are de facto taken by men police officers: this is one of the issues that the commission for the MoIA Gender Strategy Implementation Plan will address.

- **M-PAISA expansion plan**

M-PAISA expansion plan has been lagging behind in 2013 since M-PAISA started operating with Azizi Bank in compliance with the new MoF directive related to mobile-based payments according to which civil servants cannot receive their salaries through mobile system.

There is the critical need to enable M-PAISA to operate without Azizi Bank in those districts where Azizi Bank does not have available branches. In response to this issue, LOTFA will engage into high institutional dialogue with donors, MoIA and MoF to find a common agreement to promote the M-PAISA model without banking intermediary; the ultimate goal is to speed-up the scale-up of mobile payments and reach police officers receiving their salaries late due to the Trusted Agent, inter alia.

VI. RISKS

The following section describes emerging risks detected during the first quarter of the year and risks which have not changed since Q4/2013. Risks no longer in place are exclusively reported in the Risk Log and have been updated according. The next sections illustrate also those risks which emerged in 2013 and have remained unchanged.

- **Financial and fiscal issues of the police payroll to be addressed**

Between December 2013 and February 2014 LOTFA undertook several bilateral and multilateral coordination with the MoIA and donors to address issues related to the payroll system and processes as for: fiscal policies applied to ANP salary; financial management, including auditability; MoIA Tashkil, as related to planning and funding of police within

and outside the Tashkil; and data collection and management, including validity and accuracy of ANP records.

Both LOTFA and its partners recognize each of these four main types of issues feature critical risks for the sustainability, transparency, and reliability of the payroll system.

Following the preliminary exchange of information and clarifications on each of these four main payroll issues, LOTFA and partners have come to the conclusion that a comprehensive assessment of processes and functions of the payroll would produce the findings required to improve the payroll management, and make the EPS/WEPS robust and auditable.

Further, LOTFA Project has undertaken several steps to improve accountability and transparency of the payroll system during the reporting period. The Project has ceased payments of stand-by personnel; shared with donors issues related to the 2.5% cooperative tax levy; and circulated among donors data on the total amount of funds recovered through reconciliation of ineligible expenditures associated to police payroll. Last, the Project has formally informed the MoIA leadership that LOTFA will no longer process disbursements to pay for ANPs reported to be over-Tashkil.

- **Integration of IT systems (HR and payroll) to be optimized**

Biometric ID card registration and finalization of Afghanistan Human Resource Information Management System (AHRIMS) remain critical milestones synchronize EPS and HR database.

LOTFA continued providing its technical support to MoI and its relevant partners, namely DynCorp and NTM-A/CSTC-A, with the goal to have AHRIMS fully in place and synchronized by 2015. This timeline is based on a realistic analysis of required resources and possible constraints, such as stability of MoI-IT connectivity. Technical support includes field and remote monitoring of the HR and payroll systems.

In order to address operational gaps related to the synchronization process, LOTFA undertook joint missions to provinces in coordination with CSTC-A and the MoI; this enabled timely identification of AHRIMS and EPS needs at the district and provincial level, and effective formulation of solutions according to the mandate of each partner.

- **Insecurity hampering continuity and organization of Project interventions**

Nuristan province remains an illustrative example of how insecurity can affect the expansion of EPS/EFT and its alternative mechanisms of payroll payment, such as M-PAISA. Insecurity remains out of the sphere of action at LOTFA and mitigation measures can only be applied.

Pillar 1 continues to ensure remote technical support to EPS/WEPS payroll focal points using phone-based assistance. Direct access to unsafe districts is made possible through

coordination with and deployment of MoI staff being part of the ToTs pool trained by Pillar 1 in 2011 and 2012.

Updated Risk Log and Issue Log remain as Annex 4 and 5, respectively.

VII. LESSONS LEARNED

▪ **Pillars delivery capacity subject to LOTFA Annual Work Plan approval**

The Annual Work Plan approval process required multiple interactions with donors and other LOTFA partners, resulting in delays in actual implementation of LOTFA interventions according to planned timelines. Consultations about the planning process have also revealed the need to ensure LOTFA partners are provided with the required knowledge and information related to UNDP corporate rules and regulations dealing with planning, budgeting and operations.

▪ **Reform of the payroll requires closer engagement with key partners**

The payroll design, implementation and management include several partners, both national and international, from district to central level: CSTC-A as for the HR database AHRIMS, DynCorp as far as ID cards are concerned, MoIA and MoF.

Lessons learned about the payroll process and its mechanism indicate the national payroll system can be improved and become fully auditable only if all concerned partners are coherently and effectively engaged to achieve common goals for the sustainment of the payroll system itself. It is within this context that LOTFA Project has engaged in closer coordination with all the MoIA partners and donors to address in a more open and transparent way all possible issues related to the payroll, based on the distribution of responsibilities among each partner.

VIII. FUTURE PLAN

In April UNDP-LOTFA will coordinate with the MoIA leadership to organize the Project Board Meeting for the formal endorsement of 2014 AWP among all parties. According to UNDP rules and regulations, the Project Board will be chaired by UNDP Senior Management (Country Director or Senior Deputy Country Director, depending on the availability) and by the MoIA leadership (Minister or DM-Support as the latter is LOTFA National Project Director). In light of the national elections on 5th April 2014, the Project Board will take place later.

The AWP approval will enable LOTFA Project to have one common framework for planning and programming; therefore analysis and description of the future plans will result clearer once the final AWP is agreed. The roll-out of the new AWP will also enable a better reporting against a unified framework of targets and indicators of progress which is not available at the time of release of this monthly update.

Between December 2013 and February 2014 LOTFA undertook several bilateral and multilateral coordination meetings with the MoIA and donors to address payroll reform under Pillar 1, and strategic transition of LOTFA from Phase VI to Phase VII.

As result of high level and technical discussion, both LOTFA and its partners recognized LOTFA successor programme shall be a strategic development partner for the MoIA in light of the Decade of Transformation and ministerial reform goals described in the MoIA National Police Strategy and National Police Plan.

UNDP-LOTFA and its partners have agreed to undertake a three-level comprehensive assessment addressing:

- Processes and functions of the payroll (scoping mission). This analysis should generate recommendations guiding the reform of the payroll system. The ultimate goal is to have a long-term plan of action supporting the progressive hand-over of the payroll functions to the MoIA by end of 2017.
- LOTFA governance mechanisms (due diligence). This assessment would focus on effectiveness of the LOTFA Programme to act as one of the four funding streams for Chicago Summit commitments pledged by the international community for the Afghan National Security Forces (2014-2017). This assessment would address the 'due diligence' features of LOTFA, nominally: governance arrangements currently in place, the level of audit required to ensure the appropriate use of donor's funds, and potential mechanisms for improving donor scrutiny and reporting to the Oversight Coordination Body.
- Ministerial reform roadmap. This assessment would address provide evidence-based findings and coherent and feasible recommendations which can be used by LOTFA for the design of the future pillar 2 of LOTFA VII, focusing on institutional and structural reform and capacity building for core ministerial functions of the MoIA.

Similarly to the due diligence study, EU and UNDP-LOTFA agreed to undertake two complementary assessments to determine how Pillar 2 would work with the MoIA and move forward the institutional reform process, based on the MoIA strategic directions. Therefore, EU and LOTFA would undertake complementary evaluations, macro and micro respectively; LOTFA would be addressing more in details operational and programmatic requirements of the MoIA to move forward the institutional reform process. LOTFA will

report about the progress made towards the design and implementation of each of the three assessments in the next quarters.

ANNEXES ANNEX 1: FINANCIAL TABLE

The Interim Donor Report for January to March 2014 (LOTFA Phase VI)

Annex 1. Financial Table

Donor Name	COMMITMENT/ PREVIOUS YEARS RECORD						CURRENT YEAR 2014				FUTURE EXPENSES		TOTAL RECEIVABLE		
	Commitment (a)	Revenue Collected as at 31/12/2013 (b)	Expenses as at 31/12/2013 (c)	Other Revenue (Revaluation of Foreign exchange gain) (g)	IPSAS Adjustment (d)	Prior Period Adjustment Expenses of (PPE) (h)	Opening Balance E=(b-c+d)	Contribution Revenue (f)	Expenses (i)	Closing Balance J=(e+f+g+h-j)	Commitments (Unliquidated Obligations) (k)	Undepreciated of fixed Assets and Inventory (l)	(Future Due) M=(e-b-f)	(Past Due) (n)	Available Resources O=(j-k-l-n)
Denmark	14,945,011	14,945,011	11,276,717			-	3,668,293	582,959	3,085,334	280,347	-	-	-	2,804,987	
Canada (DFAIT)	12,337,397		12,337,397			-	188		188			-	-	188	
European Union	48,887,732	48,887,732	48,887,732			-						-	-	-	
	48,717,641	48,717,641	48,716,415			-			1,226			-	-	1,226	
Finland	5,396,578	5,396,578	5,396,575	48,445		-	3		3			-	-	3	
	15,436,000	3,192,935	-			-	3,241,379	6,204,395	1,580,789	7,864,985		6,038,670	-	7,864,985	
Germany	72,626,280	72,626,280	72,626,280			-						-	-	-	
	26,560,425	26,560,425	26,560,425			-	0		0			-	-	0	
	28,683,181	28,683,181	28,683,181			-	0		0			-	-	0	
	17,663,043	17,663,043	4,979,319			-	12,683,724	12,195,889	487,835			-	-	487,835	
Italy	1,225,014	1,225,014	664,537			-	560,477		560,477			-	-	560,477	
	248,659,805	248,659,805	248,659,805			-	(0)		(0)			-	-	(0)	
	231,000,000	231,000,000	230,998,613		(1,388)	-						-	-	-	
Japan	101,044	101,044	724,515		5,514,139	-	4,890,668		4,890,668			-	-	4,890,668	
	122,500,000	122,500,000	115,311,885			-	7,188,115	3,460,695	3,727,420			-	-	3,727,420	
	12,500,000	12,500,000	12,500,000			-						-	-	-	
	130,000,000					-		130,000,000		130,000,000		-	-	130,000,000	
Netherlands	14,666,767	14,666,767	14,361,543			3,737	301,488		301,488			-	-	301,488	
	13,586,957	13,586,957	-			-	13,586,957		13,586,957			-	-	13,586,957	
Norway	15,942,831		15,942,831			-	1		1			-	-	1	
SDC (Switzerland)	2,672,833	2,672,833	1,604,177		125	-	1,068,780	28,888	1,039,892	48,016		-	-	991,876	
USA-INL	5,000,000	5,000,000	5,000,000			-				26,186		-	-	(26,186)	
	5,000,000	5,000,000	3,731,765			-	1,268,235	1,268,235	(0)			-	-	(0)	
	7,216,000	7,216,000	7,216,000			-						-	-	-	
	218,358,432	218,358,432	218,358,432			-						-	-	-	
	141,876	141,876	141,876			-						-	-	-	
USA-CSTCA-A	163,844,414	163,844,414	160,228,590			(277,260)	3,893,084	3,615,824	277,260			-	-	277,260	
	139,315,300	139,315,300	139,308,825		(6,475)	-	0		0			-	-	0	
	31,500,000	31,500,000	31,500,000			-						-	-	-	
	88,737,843	88,737,843	88,737,843			-						-	-	-	
	307,982,087					-		153,991,043	72,586,242	81,404,801		153,991,044	-	81,404,801	
UK	13,320,229	13,320,229	13,320,229			-						-	-	-	
	16,483,516	16,483,516	16,446,361			-	37,155	35,727	1,428			-	-	1,428	
	4,071,661	4,071,661	4,071,661			-	0		0			-	-	0	
Korea	50,000,000	50,000,000	24,623,076			-	25,376,924	(1,872,384)	12,679,981	10,824,559	475,683	1,872,384	-	10,348,876	
	50,000,000	50,000,000	-			-	50,000,000		50,000,000			-	-	50,000,000	
Czech Republic	51,589	51,589	51,589			-						-	-	-	
	10,064	10,064	10,064			-						-	-	-	
	49,480	-	2,466			-	(2,466)	49,480	45,206	1,808		-	-	1,808	
Poland	158,143	158,143	157,905			-	237		237			-	-	237	
Interest (UNDP)	1,451,019	1,451,019	1,362,614		(17,464)	-	70,941		70,941			-	-	70,941	
Grand Total	2,186,800,192	1,736,525,560	1,614,501,054	48,445	5,488,937	(273,523)	127,835,410	288,372,534	108,080,435	308,127,509	830,232	-	161,902,098	-	307,297,277

Note:

- The figures provided in the above statement are provisional;
- Income received in currency other than USD is approximated to USD based on UN- Operational Rate of Exchange applied.

ANNEX 2: EXPENSES BY OUTPUT

The Interim Donor Report for January to March 2014 (LOTFA Phase VI)

Annex 2. Expenses by Output

Project Output ID and Description	2014 Budget Q1-Temp	Expenses (Jan-Mar 2014)	Delivery Rate
Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid efficiently and timely	304,591,192	105,868,797	21%
Sub-total Output 1	304,591,192	105,868,797	21%
Output 2 (00081409): Required Equipment and Infrastructure provided to MOI	1,713,021	199,534	2%
Sub-total Output 2	1,713,021	199,534	2%
Output 3 (00077274): Ministerial reform (policy and processes) effectively delivered for sustained and sustainable institutional change of the Ministry of Interior	2,874,706	536,329	9%
Sub-total Output 3	2,874,706	536,329	9%
Output 4 (00081410): Moi gender development capacities enhanced	2,641,600	-	0%
Sub-total Output 4	2,641,600	-	0%
Output 5 (00077275): ANP professionalised and capacitated and the Community for improved public safety and security	3,725,384	727,546	7%
Sub-total Output 5	3,725,384	727,546	7%
Output 6 (00078879): Project Implementation managed effectively and efficiently through Project Management Support Unit (PMU)	3,604,309	748,229	23%
Sub-total Output 6	3,604,309	748,229	23%
Grand Total	319,150,212	108,080,435	34%

ANNEX 3: EXPENSES BY DONOR

The Interim Donor Report for January to March 2014 (LOTFA Phase VI)

Annex 3. Expenses by Donor

Donor	Project Output ID and Description	2014 Budget (Q1- Temporary)	Expenses (Jan-Mar 2014)	Delivery Rate
Czech Republic	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid effieciently and timely	-	45,206	***
Sub-total		-	45,206	
Denmark	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid effieciently and timely	2,834,843		0%
	Output 6 (00078879): Project Implementation managed effectively and efficiently through Project Management Support Unit (PMU)	511,273	582,959	114%
Sub-total		3,346,117	582,959	17%
Finland	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid effieciently and timely	3,712,935	1,580,789	43%
Sub-total		3,712,935	1,580,789	43%
Germany	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid effieciently and timely	17,663,043	12,195,889	69%
Sub-total		17,663,043	12,195,889	69%
Italy	Output 3 (00077274): Ministerial reform (policy and processes) effectively delivered for sustained and sustainable institutional change of the Ministry of Interior	28,792		0%
	Output 4 (00081410): Mol gender development capacities enhanced	46,800		
Sub-total		75,592	-	0%

Japan	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid efficiently and timely	88,196,745	3,142,195	4%
	Output 3 (00077274): Ministerial reform (policy and processes) effectively delivered for sustained and sustainable institutional change of the Ministry of Interior	2,325,914	318,500	14%
	Output 5 (00077275): ANP professionalised and capacitated and the Community for improved public safety and security	2,412,800		0%
Sub-total		92,935,459	3,460,695	4%
Japan (CS)	Output 2 (00081409): Required Equipment and Infrastructure provided to MOI	1,453,021		0%
Sub-total		1,453,021	-	0%
Netherlands	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid efficiently and timely	10,100,000	-	0%
	Output 6 (00078879): Project Implementation managed effectively and efficiently through Project Management Support Unit (PMU)	1,728,902	-	
Sub-total		11,828,902	-	0%
Republic of Korea	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid efficiently and timely	26,937,667	11,507,397	43%
	Output 2 (00081409): Required Equipment and Infrastructure provided to MOI	260,000	199,534	77%
	Output 3 (00077274): Ministerial reform (policy and processes) effectively delivered for sustained and sustainable institutional change of the Ministry of Interior	520,000	217,494	42%
	Output 4 (00081410): Mol gender development capacities enhanced	2,061,280	-	0%
	Output 5 (00077275): ANP professionalised and capacitated and the Community for improved public safety and security	749,424	698,658	93%
	Output 6 (00078879): Project Implementation managed effectively and efficiently through Project Management Support Unit (PMU)	1,364,134	56,898	4%
Sub-total		31,892,505	12,679,981	40%
SDC	Output 4 (00081410): Mol gender development capacities enhanced	13,520		0%
	Output 5 (00077275): ANP professionalised and capacitated and the Community for improved public safety and security	563,160	28,888	5%
Sub-total				5%

		576,680	28,888	
UK	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid efficiently and timely	4,071,661	35,727	1%
Sub-total		4,071,661	35,727	1%
USA	Output 1 (00077273): Police force and uniformed personnel of Central Prisons Department (CPD) paid efficiently and timely	151,074,298	77,361,594	51%
	Output 4 (00081410): Mol gender development capacities enhanced	520,000		
	Output 3 (00077274): Ministerial reform (policy and processes) effectively delivered for sustained and sustainable institutional change of the Ministry of Interior		335	***
	Output 6 (00078879): Project Implementation managed effectively and efficiently through Project Management Support Unit (PMU)		108,372	***
Sub-total		151,594,298	77,470,301	51%
Grand Total		319,150,212	108,080,435	34%

***(i)The expenses incurred without budget and based on the available cash in Q1, the same amount planned and budgeted in 2014 AWP will be present in second quarter.

***(ii)“The expenses are based on the available cash in Q1, rectified expenses based on donor earmarking will be reflected in Q2 financial report”

ANNEX 4: RISK LOG

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Management response	Owner	Submitted by	Status
1	Financial and fiscal issues of the police payroll to be addressed.	1 st Quarter 2014	Strategic and Organizational	High	See details at the "Risks" section.	MoIA, LOTFA	Pillar 1 Manager	Reducing
2	Limited institutional capacity of the CP Secretariat in MoIA puts at risk MoIA ownership.	3 rd Quarter 2012	Organizational	Low	LOTFA and other development partners (EUPOL, IPCB, etc) continued supporting the institutional development process of the Community Policing Directorate.	Project Manager	Pillar 3 Manager.	Closed
3	Insufficient ownership by MoIA can impact on the sustainability of LOTFA processes.	4 th Quarter 2012	Strategic	Low	Business flow regulating process of joint planning, programming and budgeting between LOTFA and MoIA was introduced in Q2/2013. In Q4/2013 LOTFA and MoIA agreed on a new plan of realignment for better coordination both at the operational and strategic level.	MoIA, LOTFA	Strategic Level – Project Manager <i>ad interim</i> .	Closed

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Management response	Owner	Submitted by	Status
3	IT systems not talking to each other optimally.	4 th Quarter of 2012	Organizational	High	LOTFA and NTM-A continued to coordinate and support Mol to establish linkages between HR and payroll systems. Kabul. Joint field missions were organized in order to strengthen joint planning and coordination for the integration of EPS and AHRIMS at the field level.	MoIA, LOTFA	Pillar 1 Manager.	Reducing
4	Insecurity hampering continuity and organization of Project interventions.	2 nd Quarter of 2013	Environmental	High	Mobile-based remote assistance is provided on regular basis to Provincial Finance Officers and EPS operators located at the provincial and district level. Deployment of national ToTs complements this measure.	LOTFA	Pillar 1 Manager.	Increasing

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Management response	Owner	Submitted by	Status
5	Limited institutional ownership of the salary payment processes and procedures.	4 th Quarter of 2013	Strategic	High	LOTFA exercised its oversight and responsibility of funds; the Project further reconciled the transfer of funds and checked against actual expense reports of MoI and MoF. It was confirmed that MoF would have sufficient availability of funds proceeding from previous quarterly disbursements, thus being able to process salary payments for December 2013.	MoIA, MoF, LOTFA	Pillar 1 Manager.	Closed

ANNEX 5: ISSUE LOG

ID	Type	Date Identified	Description	Status/Priority	Status Change Date	Author
1	Policy	1 st Quarter 2013 - continues	Women police recruitment features limited progress.	High	Status of change: the MoIA established a multi-partner commission tasked to design and implement the Implementation Plan of the new Gender Strategy. Complementary to this measure, LOTFA will continue to support construction of dedicated facilities for women police, including separate dressing rooms.	Pillar 2 manager.
2	Regulatory	1 st Quarter 2013- continues	M-PAISA expansion plan.	High	Status of change: LOTFA will engage into high institutional dialogue with donors, MoIA and MoF to find a common agreement to promote the M-PAISA model without banking intermediary; the ultimate goals is to speed-up the scale-up of mobile payments and minimize the use of Trusted Agent.	Pillar 1 manager.